

**POLICY ON VALUES for First Presbyterian Church of Pataskala, where
“to walk in the light of God, making JESUS known is FIRST at First.”**

Church leaders, staff, and members of the congregation are vital to our church to glorify Jesus Christ and are expected to **support** through goal setting and actions the **vision, mission, and values** of the church.

Church biblical values include the following: **Jesus as the only way for salvation and the only Lord of life, prayer in his name, living under the authority of Scripture as the Word of God and reaching out in care with the proclamation of the Gospel to the world through word and deed.** Actions against biblical values are in Galatians 5:19-21: “sexual immorality, impurity, and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy, drunkenness, orgies, and the like.”

The values of the church which guide our vision, mission, and daily operations will include the following:

1. Church leaders, staff and members of the congregation are expected to nurture not just one’s professional life, but are also to be **growing in deep, abiding Christian faith** through regular participation in a Christian community of faith and striving to live according to the Word of God.
2. As in Scripture, the church supports family life. Therefore, when unable to work for personal reasons, the church staff and leaders shall promptly inform the pastor of the time needed for **family leave**. Sick pay is available for church staff as agreed at hire.
3. It is essential in the performance of duties that the church leaders, staff, and members of the Congregation maintain a good working relationship with the pastor and members of the staff support team. Modeled after W-4.40404(f & g) in the Book of Order concerning officers, employees and church leaders will **strive to work toward furthering peace, purity, and unity of the church, which includes actions of forgiveness and reconciliation.**
4. All church leaders, staff and members of the congregation are expected to strive for **healthy communication**. To avoid anonymous and passthrough communication. When approached by someone who is in disagreement with another person, the church staff and leaders are expected not to participate in gossip but to ask them to

speak directly to the person with whom they have a concern. In other words, the church leaders, staff and members of the congregation should not be in the middle of relationships through unhealthy triangularization. This expectation concurs with Jesus' teaching in Matthew 18:15, "If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over."

5. An exception to the communication model above is in extreme cases as follows: The church staff and leaders "shall **report** to ecclesiastical and civil legal authorities knowledge of **harm, or the risk of harm**, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when (1) such information is gained outside of confidential communication as defined in G-4.0301, (2) she or he is unbound by an obligation of privileged communication under law; or (3) she or he reasonably believes that there is risk of future physical harm or abuse" (Book of Order G-4.0302). Risk of harm should be reported to the pastor as moderator of the ecclesiastical authority of session.
6. In fact, for any pastoral or business **matters of the church requiring attention** in the congregation, church leaders, staff, and members of the congregation are expected to inform the pastor as soon as possible.